

Seattle

Paid Sick and Safe Time Implementation

May 9, 2012

Presentation to City Council

Housing, Human Services, Health and Culture Committee

General information

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- **Seattle's Paid Sick and Safe Time Ordinance:**
 - ▣ Adds a new chapter to the Seattle Municipal Code (SMC 14.16).
 - ▣ Requires businesses operating within Seattle city limits to provide paid sick/safe leave to their employees.
 - ▣ Takes effect on September 1, 2012.
 - ▣ Designates the Seattle Office for Civil Rights (SOCR) to administer and enforce the ordinance.

Reasons for the Ordinance

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- ▣ To protect the health of all employees, their family members and the general public.
- ▣ To protect economic security for individuals and families.
- ▣ To address disproportionality of low wage workers (people of color and women are most impacted by lack of paid sick leave) who do not have paid sick/safe time.

Timeline for implementation – 2012

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- **March 30:** Draft rules made available for public comment.
- **April:** Public hearing(s) to discuss draft rules.
- **April 30:** End of draft rule comment period.
- **Mid-May:** Second draft issued for public comment.
- **Early June:** Rules finalized.
- **May-September:** Citywide outreach campaign.
- **September 1:** Paid Sick/Safe Time Ordinance goes into effect.



Public process

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- **Prior to release of proposed Administrative Rules:**
 - ▣ Three public community meetings to discuss issues and concerns.
 - ▣ Series of roundtable-style meetings with representatives of business (construction, restaurant/tavern, corporations etc.) and employee representatives (unions, advocacy groups etc.)
 - ▣ Other presentations: MLK Business Association, temporary staffing agencies, construction industry trade group.

Public process

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□ **After release of proposed Administrative Rules**

- Two community meetings to take public comment and answer questions.
- Posted proposed Rules to the web and e-mailed notification to e-lists (participants from the legislative process plus SOCR's own list of contacts – about 1,000 in total)
- Web-based comment form, e-mail and mail submissions.
- 36 comments submitted – wide range, some lengthy analyses.
- Technical assistance: 100+ queries, requests for clarification.

Topics for reconsideration

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- The following issues emerged as topics for reconsideration in our final draft of the Rules:
 - ▣ Cash-outs and bonus payments.
 - ▣ Definition of work-study.
 - ▣ Indeterminate and on-call shifts.

Topics for reconsideration

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- The following issues emerged as topics for reconsideration in our final draft of the Rules:
 - ▣ Clarification of employers' right to take disciplinary action in cases of employees' abuse of PSST benefits.
 - ▣ 180-day eligibility to use PSST benefits:
 - Note: request that usage of PSST begins 180 days after 9/1/12 would be inconsistent with the Ordinance.

Next steps

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- Develop new FAQ doc to incorporate finalized Rules and address other issues.
- Revise Chapter 40 (enforcement procedures) and 46 (appeals) to include PSST.
- Develop materials for outreach campaign.
- Conduct outreach campaign.

For more information or to provide comments

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Attn: Paid Sick/Safe Time Rule Comment